



# WASHOE COUNTY

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CM/ACM \_\_\_\_\_  
Finance \_\_\_\_\_  
DA \_\_\_\_\_  
Risk Mgt. \_\_\_\_\_  
HR \_\_\_\_\_  
Other \_\_\_\_\_

## STAFF REPORT BOARD MEETING DATE: August 11, 2015

**DATE:** July 31, 2015  
**TO:** Board of County Commissioners  
**FROM:** John Listinsky, Director of HR/Labor Relations  
[jlistinsky@washoecounty.us](mailto:jlistinsky@washoecounty.us); 328-2089

**THROUGH:** John Slaughter, County Manager

**SUBJECT:** Recommendation to approve a 3% Cost of Living Increase to base wages for Unclassified Management, Non-Represented Confidential employees, District Court employees, Justice Courts employees (excluding Justices of the Peace), and Juvenile Services employees effective July 1, 2015. The Fiscal Year 2015/2016 impact including PERS and Medicare is estimated at approximately \$1,255,911. (All Commission Districts)

### SUMMARY

Recommendation to approve a 3% Cost of Living Increase to base wages for Unclassified Management, Non-Represented Confidential employees, District Court employees, Justice Courts employees (excluding Justices of the Peace), and Juvenile Services employees effective July 1, 2015. The Fiscal Year 2015/2016 impact including PERS and Medicare is estimated at approximately \$1,255,911. The recommended action does not propose picking up these employees' share of the increase in the PERS retirement rate of 2.25%.

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce.

### PREVIOUS ACTION

On June 17, 2014 the Board of County Commissioners approved for Unclassified Management and Non-Represented Confidential employees a 1.5% Cost of Living Adjustment in base wage effective July 1, 2014; a 1% Cost of Living Adjustment in base wage effective January 1, 2015; and effective in Pay Period #16/14 (07/14/14 – 07/27/14) pay a recognition one-time only lump sum payment of \$1,000 for full-time employees and \$500 for part-time employees that received a wage concession reduction effective July 1, 2010 (Unclassified Management) or July 19, 2010 (Non-Represented Confidential).

On September 24, 2013 the Board approved a 1% Cost of Living Adjustment in base wage effective July 1, 2013, a 1% PERS contribution in lieu of a wage increase effective July 15, 2013, and a 1% Cost of Living Adjustment effective January 1, 2014 for Unclassified Management and non-represented Confidential employees; and effective October 28, 2013 a 5% differential for pre-identified Confidential employees utilized by the County to provide bilingual skills when bilingual skills are not a minimum qualification for their job classification.

In August of 2012 the Board approved the elimination of wage and benefit concessions and reinstated merit increases and career incentive payments for the County Manager, Assistant County Manager, appointed department heads, non-represented division managers, and Chief Deputies and the Undersheriff; and eliminated the salary concessions for the board of County Commissioners; and stopped wage concessions for Confidential Employees.

On June 12, 2012 the Board approved wage and benefit concession adjustments from 5% to 4.5% and discontinued health cost benefit contributions for the County Manager, Assistant County Manager, appointed Department Heads, and non-represented Division Managers; approved wage and benefit concessions adjustments from 5% to 4.5% and discontinued health cost benefit contributions for the Chief Deputies and Undersheriff; approved wage and benefit concession adjustments from 8.6% to 4.5% for the Board of County Commissioners; and acknowledged a staff recommendation to revisit these reductions for possible reconciliation should association(s) agree to or are awarded a different percentage reduction or cost-of-living increase.

On July 12, 2011 the Board approved labor cost reductions or health benefit program cost sharing for confidential and non-represented employees to include: wage reductions of 3.34% for Confidential Employees and a health benefit program cost share for the Chief Investigator (D.A.) of \$174.70 per pay period.

On June 14, 2011 the Board approved cost saving measures for the County Manager, Assistant County Managers, appointed Department Heads and non-represented Division Managers to include: 1) a 5% salary reduction; 2) for those eligible, reduced merit increases from 5% to 2.5%; 3) freezing longevity payments at the amounts paid in Fiscal Year 2010/2011; and 4) a health benefit cost share of \$44.60 per pay period.

### **BACKGROUND**

The Board of County Commissioners periodically approves Cost of Living and other adjustments as funding is available and approves salary adjustments or concessions as needed to otherwise make adjustments to the budget.

### **FISCAL IMPACT**

The annual fiscal impact associated with these recommendations is approximately \$1,255,911.

These cost increases may necessitate a budget augmentation during the fiscal year. The Budget Office will monitor the General Fund budget status related to employee salary increases and propose necessary budget adjustments as needed.

### **RECOMMENDATION**

Recommendation to approve a 3% Cost of Living Increase to base wages for Unclassified Management, Non-Represented Confidential employees, District Court employees, Justice

Courts employees (excluding Justices of the Peace), and Juvenile Services employees effective July 1, 2015. The Fiscal Year 2015/2016 impact including PERS and Medicare is estimated at approximately \$1,255,911.

**POSSIBLE MOTION**

Should the Board agree with staff's recommendation a possible motion would be: Move to approve a 3% Cost of Living Increase to base wages for Unclassified Management, Non-Represented Confidential employees, District Court employees, Justice Courts employees (excluding Justices of the Peace), and Juvenile Services employees effective July 1, 2015.